



**Queensbury**  
Academy

Co-operation • Aspiration • Respect • Endeavour

2025/26

**APPLICATION PACK**

# English Teacher

Potential for TLR

anthem

anthem

# WELCOME

**Dear Applicant****Thank you for your interest in this role with Anthem Schools Trust at Queensbury Academy.**

At Queensbury Academy, student success sits at the heart of everything we do. Our mission is clear: every student experiences success. We recognise that success takes many forms: academic achievement, personal development, confidence, character and contribution, and we are relentless in our drive to ensure that every young person is known, supported and able to thrive.

There is a strong sense of belonging at Queensbury, rooted in our CARE values: Cooperation, Aspiration, Respect and Endeavour. These values are lived every day by our students and staff and shape the way we work together as a community. Students and colleagues feel recognised for their contributions and supported to grow into the very best versions of themselves.

This is an exciting time to join Queensbury Academy. The successful candidate will share a deep commitment to the values of both the school and the Trust and will demonstrate the leadership qualities required to secure rapid and sustained school improvement, including a relentless drive for educational excellence for all pupils.

This Deputy Headteacher role represents a significant opportunity to help shape the next phase of the school's development. Working closely with the senior leadership team and me, the successful candidate will play a pivotal role in strengthening the quality of education, improving outcomes, and ensuring that our values are lived every day.

Queensbury is a school that believes in continuous improvement. We are ambitious for our students, our staff and our community, and we are equally committed to developing leaders who share our vision, challenge thinking, and lead with integrity and warmth.

Anthem Trust is an education charity that operates a family of 11 primary and four secondary schools across the East Midlands, London and the Thames Valley, serving more than 8,000 children and young people. As a values-driven organisation, Anthem is committed to integrity, collaboration and excellence, and to ensuring that every child and young person is able to flourish through high-quality education and strong leadership.

Anthem is also at an important and ambitious stage in its development, not only striving to raise standards further across its schools but also shaping the Trust's future and opportunities for growth. The successful candidate will benefit from strong support and professional challenge from Anthem's Executive Team and Trustees, alongside close partnership with the school's Local Governing Body. High-quality professional development is a key strength of Anthem, including training, coaching, induction support and mentoring for those new to post.

Further information about this exciting opportunity can be found in the job description and person specification within this recruitment pack. If you are an ambitious, values-driven leader who believes deeply in the potential of young people and is motivated by making a tangible difference, I would be delighted to hear from you.



Should you wish to discuss the role further, please email [scaswell@queensbury.anthemtrust.uk](mailto:scaswell@queensbury.anthemtrust.uk).  
Information on how to apply is included within this pack.

Yours sincerely



**Mrs. H Palmer**  
Headteacher

**Closing date: Wednesday 20<sup>th</sup> May 2026, midday and interviews TBC**  
*The school reserve the right to appoint before the application deadline.*





# English Teacher

Starting – September 2026

**Full Time | MPS / UPS/Potential for TLR**

Queensbury Academy school is situated at the foot of Dunstable Downs in South Bedfordshire. It is part of the successful Anthem Trust which offers incredible support for every professional that works within it.

We are seeking to appoint a dynamic and enthusiastic individual to be an English Teacher. We are looking for someone who loves working with children and is aligned with our CARE values – Cooperation, Respect, Aspiration and Endeavour.

As an Academy we offer all staff a:

- Climate for teaching and learning which is calm and engaging.
- CPD and collaborative practice that is full of innovation.
- Focus on staff wellbeing that ensures you enjoy your job and being part of a team.
- Amazing students that will make you proud to be part of the Queensbury family.
- We offer excellent CPD and leadership opportunities.

An application information pack can be found on the website:

[www.queensbury.anthemtrust.uk](http://www.queensbury.anthemtrust.uk) or contact Mrs S Caswell, Business Support Assistant at the Academy on 01582 601241 or at [scaswell@queensbury.anthemtrust.uk](mailto:scaswell@queensbury.anthemtrust.uk)

**Closing date: Wednesday 20<sup>th</sup> May 2026, midday and interviews TBC**

*The school reserve the right to appoint before the application deadline.*

*The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure & Barring Service (DBS).*

*CVs will not be accepted for any posts.*



# Job Description

<b>Post title:</b>	<b>English Teacher</b>
<b>Salary:</b>	<b>Full Time   MPS / UPS/Potential TLR</b>
<b>Liaising with:</b>	Headteacher, Academy Leadership Team, Heads of Subject, Pastoral Team, relevant staff with cross-Academy responsibilities, relevant support staff, parents and Governors and other stakeholders.
<b>Responsible for:</b>	The provision of a full learning experience and support for students.
<b>Purpose:</b>	<ul style="list-style-type: none"> <li>To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum for students as appropriate.</li> <li>To monitor and support the overall progress and development of students as a teacher/form tutor.</li> <li>To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.</li> <li>To contribute to raising standards of student attainment.</li> <li>To share and support the academy's responsibility to provide and monitor opportunities for personal and academic growth.</li> </ul>
<b>Operational / Strategic Planning:</b>	<ul style="list-style-type: none"> <li>To lead on the development of a high-quality Pastoral Care system</li> <li>To lead on delivery of the life skills curriculum, resources, schemes of work, policies and teaching and learning strategies, that are innovative, will motivate students to learn and raise achievement across the Academy.</li> <li>To ensure high standards of attendance, punctuality, uniform and behaviour.</li> <li>To form close working relationships with parents and carers that impact positively on student outcomes.</li> </ul>
<b>Curriculum Provision:</b>	<ul style="list-style-type: none"> <li>To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the curriculum area and Department.</li> <li>To contribute to the Curriculum Area and departments development plan and its implementation.</li> <li>To plan and prepare courses and lessons.</li> <li>To contribute to the whole academy's planning activities.</li> </ul>
<b>Curriculum Development:</b>	<ul style="list-style-type: none"> <li>To assist in the process of curriculum development and change to ensure the continued relevance to the needs of students, examining and awarding bodies and the academy's strategic objectives.</li> </ul>
<b>Staffing:</b> <b>Staff development</b> <b>Recruitment/Deployment of staff:</b>	<ul style="list-style-type: none"> <li>To take part in the academy's staff development programme by participating in arrangements for further training and professional development.</li> <li>To continue personal development in the relevant areas including subject knowledge and teaching methods.</li> <li>To engage actively in the Personal Management Review process.</li> <li>To ensure the effective efficient deployment of classroom support.</li> <li>To work as a member of a designated team and to contribute positively to effective working relations within the academy.</li> </ul>



<p><b>Quality Assurance:</b></p>	<ul style="list-style-type: none"> <li>• To help to implement academy quality procedures and adherence to those.</li> <li>• To contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed academy procedures including evaluation against quality standards and performance criteria.</li> <li>• To seek/implement modification and improvement where required.</li> <li>• To review from time-to-time methods of teaching and programmes of work.</li> <li>• To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the academy.</li> </ul>
<p><b>Management Information:</b></p>	<ul style="list-style-type: none"> <li>• To maintain appropriate records and to provide relevant accurate and up-to-date information for registers, etc.</li> <li>• To complete the relevant documentation to assist in the tracking of students.</li> <li>• To track students' progress and use information to inform teaching and learning.</li> </ul>
<p><b>Communications:</b></p>	<ul style="list-style-type: none"> <li>• To communicate effectively with the parents of students as appropriate.</li> <li>• Where appropriate, to communicate and co-operate with persons or bodies outside the academy.</li> <li>• To follow agreed policies for communication in the academy.</li> </ul>
<p><b>Marketing and Liaison:</b></p>	<ul style="list-style-type: none"> <li>• To take part in marketing and liaison activities such as Open Evenings, Parents Evenings and liaison events with partner schools/academies.</li> <li>• To contribute to the development of effective subject links with external agencies.</li> </ul>
<p><b>Management of Resources:</b></p>	<ul style="list-style-type: none"> <li>• To contribute to the process of the ordering and allocation of equipment and materials.</li> <li>• To assist the Head of Department to identify resource needs and to contribute to the efficient/effective use of physical resources.</li> <li>• To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the academy, department and the students.</li> </ul>
<p><b>Pastoral System:</b></p>	<ul style="list-style-type: none"> <li>• To be a Form Tutor to an assigned group of students.</li> <li>• To promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.</li> <li>• To liaise with a Pastoral Leader to ensure the implementation of the academy's Pastoral System.</li> <li>• To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of academy life.</li> <li>• To evaluate and monitor the progress of students and keep up-to-date student records as may be required.</li> <li>• To alert the appropriate staff problems experienced by students and to make recommendations as to how these may be resolved.</li> <li>• To communicate as appropriate, with the parents of students and with persons or bodies outside the academy concerned with the welfare of individual students, after consultation with the appropriate staff.</li> <li>• To contribute to PSHE and citizenship and enterprise according to academy policy.</li> <li>• To apply the behaviour management systems so that effective learning can take place.</li> </ul>
<p><b>Teaching:</b></p>	<ul style="list-style-type: none"> <li>• To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in academy and elsewhere.</li> </ul>



	<ul style="list-style-type: none"> <li>• To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.</li> <li>• To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.</li> <li>• To ensure that ICT, Literacy, Numeracy, and academy subject specialism(s) are reflected in the teaching/learning experience of students.</li> <li>• To undertake a designated programme of teaching.</li> <li>• To ensure a high-quality learning experience for students which meets internal and external quality standards.</li> <li>• To prepare and update subject materials.</li> <li>• To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.</li> <li>• To maintain discipline in accordance with the academy's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.</li> <li>• To undertake assessment of students as requested by external examination bodies, departmental and academy procedures.</li> <li>• To mark, grade and give written/verbal and diagnostic feedback as required.</li> <li>• To ensure a safe working environment.</li> </ul>
<p><b>Academy Ethos:</b></p>	<ul style="list-style-type: none"> <li>• To model and encourage others to uphold our CARE (Cooperation, Aspiration, Respect and Endeavour) values</li> <li>• Undertake whole Academy duties as outlined in responsibilities agreed each year.</li> <li>• Monitor and support the overall progress and development of students in faculty.</li> <li>• To engage actively in the performance review process, addressing appraisal targets set by the line manager each Autumn term.</li> <li>• To promote equal opportunities and celebrate diversity in all aspects of the Academy.</li> <li>• To play a full part in the life of the Academy community, to support its distinctive aim and ethos and to encourage staff and students to follow this example.</li> <li>• To promote actively the Academy's corporate policies.</li> <li>• To comply with the Academy's Health and Safety policy and undertake risk assessments as appropriate.</li> <li>• To show a record of excellent attendance and punctuality.</li> <li>• To promote equal opportunities and celebrate diversity in all aspects of the Academy.</li> <li>• To undertake any other duty as specified by School Teachers' Pay and Conditions Body (STPCB) not mentioned in the above.</li> </ul>
<p><b>Working time:</b></p>	<ul style="list-style-type: none"> <li>• <b>195 days per year. Full time. Enhanced DBS</b></li> </ul>
<p><b>Disclosure level:</b></p>	<p><i>Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.</i></p> <p><i>The Academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.</i></p> <p><i>Following consultation with you this job description may be changed by Management to reflect or anticipate changes in the job which are commensurate with the salary and job title.</i></p> <p><i>Queensbury Academy is committed to the safety and well-being of its students and staff. Safeguarding children is at the core of</i></p>



*the academy activity. Staff and volunteers will be expected to adhere to the Safeguarding Children Policy and procedures at all times and conduct themselves appropriately in accordance with the guidance.*

*It is essential in making your application you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders 1974 (Exemptions) (Amendments) Order 1986. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up, any failure to disclose such convictions will result in dismissal or disciplinary action by the Governors. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.*



# Applicant Specification

Knowledge and Experience: Essential	Desirable
<ul style="list-style-type: none"> <li>• Graduate (with a good degree).</li> <li>• Qualified Teacher.</li> <li>• Good Practitioner.</li> <li>• Good Subject Knowledge.</li> <li>• Understand the use of assessment in improving performance.</li> <li>• Ability to use data for pupil performance.</li> <li>• Understanding of performance difference between boys, girls and specific groups.</li> <li>• A commitment to equality principles and practices.</li> </ul>	<ul style="list-style-type: none"> <li>• Further qualification.</li> <li>• Experience of working in an 11-18 school.</li> </ul>
Skills and Abilities: Essential	Desirable
<ul style="list-style-type: none"> <li>• Good Communication Skills.</li> <li>• Interest in Student Welfare.</li> <li>• Good Time Management, Ability to Prioritise.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to liaise with external agencies.</li> <li>• Form Tutor experience.</li> </ul>
Personal Qualities: Essential	Desirable
<ul style="list-style-type: none"> <li>• Enthusiasm for and commitment to the achievement of the Academy's overall vision for success at all levels.</li> <li>• Passionate about developing pedagogy and being up to date with best practice.</li> <li>• Willingness to work hard.</li> <li>• Enthusiastic and exceptional teacher, with a proven track record of excellent results in public examinations.</li> <li>• Flexible, adaptable, results orientated and able to prioritise, resilient under pressure.</li> <li>• Awareness of and commitment to equal opportunities and valuing diversity.</li> <li>• To command and demand respect from the school community.</li> <li>• A commitment to "personalising learning" for all students in the Academy.</li> <li>• Creativity and enthusiasm to promote a positive school image to the local and national community.</li> <li>• Team Player.</li> <li>• Sense of humour.</li> <li>• Passion for the subject.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to raise the profile of the English Department</li> <li>• Using initiative.</li> </ul>



Queensbury Academy is proud to be part of



**Today, Anthem serves over 8,000 children and young people in 16 schools across the East Midlands, London and Thames Valley.**

As a multi-academy trust (or MAT), Anthem is first and foremost a school improvement organisation, responsible for ensuring that the public money we receive to run our 11 primary schools and five secondary schools is used to drive the best possible outcomes for the children and young people under their care.

Our work falls into three broad areas of activity: school improvement, governance and operations. Within and between each of these areas, colleagues employed at national level as part of Trust-wide teams, and at local level in our schools work together to secure the highest possible standards in all aspects of school life.

To find out more please visit their website:

[www.anthemtrust.uk](http://www.anthemtrust.uk)

Follow the Trust on Twitter:

[@AnthemTrust](https://twitter.com/AnthemTrust)

